



# women and manual trades

the national organisation for tradeswomen and women training in the trades

*December 2004*

"It's been fantastic. Everyone was so enthusiastic and friendly, besides being an informative day it has brought people together," summed up the response to Women in Plumbing Group's (WPG) 2004 Conference. Building on the popularity of WPG events throughout the year, there was great interest in the speeches from high level representatives of the Equal Opportunities Commission, the JIVE partnership, and SummitSkills. Alan Stevenson, Brand Manager for Plumb Center, principal sponsor of the Conference, arranged

The UK Resource Centre for Women in Science, Engineering and Technology (SET) was held in mid-September, along with the JIVE conference. Among the attendees was WAMT member Andrea Cowling (formerly of Cowling Contracting). Now based near Manchester, she enjoyed the chance to meet other women who delight in talking about Snickers workware, U-bends and circular saws. So while she may remark wryly that she 'needs to get out more' she also knows that these 'topics are dear to our hearts'. Andrea first heard about the events via our e-update and newsletter. This month she reports back:

age to enter these professions in the first place was also discussed. The parallels with the construction sector in terms of recruitment and retention are obvious. Much of day one was focused on how the Centre's work will supply credible evidence/statistics to national government and the European Union. Hopefully, once armed with an accurate picture of

## Conferences Promoting A Practical Approach For Future Work Receive Widespread Support

a lively interactive session for delegates that generated animated discussion.



**Carol Cannavan of the IPHE and DSI Jane Oliver - who spoke about personal safety - listen attentively to other speakers**

WAMT member Jo Thornley, who is a Institute of Plumbing & Heating Engineering (IPHE) registered plumber gave an encouraging talk on how she changed her career. Tony Brunton, IPHE Vice-President agreed with others in the audience, "I have personally found this to be a very interesting day and fully support the work the group is doing."

The Women in Plumbing Group would like to thank the sponsors of the event, Plumb Center, Birchcroft plc, Grundfos, HVP magazine and SummitSkills.

'As a relative newcomer to this region, I decided to go along to Leeds to see for myself what this was all about and to meet other likeminded people. The first day of the conference was aimed at those women training and working in the areas of Science, Engineering and Technology (SET) rather than Construction. Many of the delegates were from academic institutions and some were from 'industry'. It was really interesting to hear from those who work in other sectors to our own, but experience similar difficulties. There were also many examples of good practice by companies and institutions. A number of speakers told of attempts to retain women in their workplaces. As in construction, retention is a key issue for the sector. The issue of encouraging girls at a much younger



**The JIVE partnership reports on it's important and groundbreaking work.**

the real situation, those making policy decisions will produce more helpful policies with regard to women in training, at work and in business. The other main area of work for the Centre will be in continuing to provide expertise in finding practical and workable solutions in the school/college/workplace for women in these sectors. Day one was both interesting and informative. For me, however, day two and the work of the JIVE project was particularly inspiring. For those of you not familiar with

Cont. page 4

**INSIDE: Women Building Links Into Employment Manual Handling - the safe ways to lift Letter from Nicaragua AGM - 9 December 2004**

Women and Manual Trades currently receive funding for London-based projects, and this is reflected in the current profile of our membership. However the growing use of the internet means that we are able to communicate more efficiently with an ever-larger number of women outside Greater London who are working and training in the trades. Our e-update highlights projects and events around the UK and we do our best to let members know if there are other women at work or studying in their area.

In this edition of our newsletter we hear from Andrea Cowling, who was previously based in London. A past member of our Management Committee, many WAMT members may recall her speech at the 2002 Conference (visit [www.citb.co.uk/equal\\_ops](http://www.citb.co.uk/equal_ops) for the full text of that speech), Andrea reports on two conferences held in Leeds in September. These events were advertised in the last newsletter and were no doubt a welcome change of scene for those in the sector used to the trip to London.

We also highlight the success of 2 young women in York and Leicestershire, who are impressing their employers with their skills and determination. Modern Apprenticeships can be a great way into the manual trades for those under 20.

Funding is more difficult for women outside this limited age range. We are also hearing from increasing numbers of women unable to continue with their chosen trade, as colleges are requiring individuals to source their own work placements and site experience. As training numbers grow, the continuing challenge is retain women in the trades. One of the obstacles women do find when moving from training into employment is finding employers willing to take them on and give them an opportunity to prove themselves.

Across the world however women continue to enter and work in the trades. Often the route is via voluntary projects or as a result of official demands that employers develop a diverse workforce. We have received news recently from tradeswomen in the US and Nicaragua, and encourage anyone hoping to work in the US to visit [www.tradeswomennow.org](http://www.tradeswomennow.org) to find a network to join.

Back in the UK, health and safety continues to make headlines. Recent figures show that the number of deaths among self-employed construction workers has risen compared to the same period last year. Falls from height and incidents involving transport are the main causes of fatalities. In this issue we highlight the importance of safe manual handling, including safe lifting, holding and carrying of the load. Major, chronic or long-term injuries are avoidable through correct risk assessment and implementing good work practices. Remember it is your life, and your body, so please raise your awareness and those around you about health and safety while at work.

## Membership Services - December 2004

**Please note that Membership Services will be closed after the AGM till the New Year. Please check [www.wamt.org](http://www.wamt.org) for news about services and projects.**

After two years with Women and Manual Trades I am heading back to Australia and its sunnier climes. I have enjoyed working with the members, and our partner organisations. I feel very privileged to have met so many inspiring, brilliant women. I have enjoyed the unique opportunities offered to me as I have developed my role and look forward to hearing about the next stage of WAMT's growth.

Best wishes for the future - Caroline

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WAMT receives funding  
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the European Social Fund.



## Management Committee Members

Fiona Duckworth  
Helen Welch  
Michelle McLean  
Sarah Tanburn  
Chris Wall

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Carpenter, **Treasurer**  
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Academic Researcher

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Caroline Armstrong  
Jane Yeomans  
Jenny Jones  
Kerry Mason  
Debbie Mace

Director  
Information & Membership Facilitator  
Project Manager  
Outreach Worker (p/t)  
Finance & Administration Officer (p/t)  
Financial Management Accountant (p/t)

Women and Manual Trades would like to thank Caroline Armstrong, Kerry Mason, Jane Yeomans & Jenny Jones for their hard work, professionalism and commitment during their time working at WAMT. Unfortunately due to the end of the Building Links project all of the above staff are leaving. WAMT wishes all of them good luck and best wishes for all their future endeavours.

## ON THE MOVE?

Women and Manual Trades would like to remind members to inform us when you change email and/or postal addresses.

Leading (York-based) UK building services company SES, is pleased to announce the recruitment of its first female apprentice plumber, Faye Mullins. After applying to companies in her area for over a year and a half to obtain a Modern Apprenticeship in Plumbing without success, Faye contacted SES.

## Apprenticeships Offer Opportunities for Young Women

Christine Wright, SES's National Training Manager, explains: "Faye was really keen and focused on what she wanted to do as her future career. She had even gone as far as already enrolling on a full-time plumbing course at the East Berkshire College. That's determination you don't always find. We were also very impressed with her attitude and reality about the job."



**Faye Mullins, is seen here receiving her Trainee Skillcard from Bill Teasdale, SES Project Manager at the DEFRA/VLA project.**

During her apprenticeship Faye will now continue to spend two days at college and the rest on-site. In four years she will then hopefully qualify as a Trained Plumber. This will encompass meeting the requirements of the NVQ Level 2 en route to Level 3. Through this process she will be regularly monitored, assessed and mentored.

Faye said of her new role: "It's a very good career and something I was always interested in. I also like the fact that I get paid while I learn and I get to know what it's like to work a full day. The split between college and on-site work makes it more interesting as well." But did she think her gender made any difference? "There isn't any difference being a girl on-site or at college. My aim is to become a fully qualified plumber."

Bill Teasdale, SES Project Manager at Faye's first site said: "She [Faye] is a real asset to the team. She's energetic and enthusiastic. Also, in the time she has been with us we have already seen a great improvement in her knowledge base and skills."

Apprenticeships allow you to learn, work, earn and get qualified all at the same time. They are aimed at young people. School leavers have the most success at gaining placements and funding. Traditionally trade apprenticeships have been taken up by young men. The Equal Opportunities Commission is leading a campaign to change this.

In England there are two levels of apprenticeship: Foundation (FMA) and Advanced (AMA) - in Wales the AMA equivalents are called Modern Apprenticeships. The Scottish Building Apprenticeship Training Council Scheme provides you with employment and training over a 4-year period. In Northern Ireland there are 3 tiers of apprenticeship training.

To find out more contact the Sector Skills Council responsible for your trade or visit [www.realworkrealpay.info/](http://www.realworkrealpay.info/)

Alison Coles, 19, has been appointed as a trainee site manager by affordable housing provider Lovell. She has been promoted after completing a three-year bricklaying apprenticeship with the company. Alison got her first taste of working in construction when she did some work experience for a building company while still at school. During her bricklaying apprenticeship, Alison worked on site with Lovell and attended training sessions at Stephenson College, Coalville, where she was the only woman student in a class of 60 and achieved the NVQ Level 3 qualification in bricklaying. She was named *Student of the Year* on her course in 2003.

"I am looking forward to becoming a trainee site manager," says Alison. "I get on with all my male colleagues at the moment, but things may change once I am in charge!" she jokes. She believes it's getting easier for women who want to build a career in a traditionally male-dominated industry. "Construction does have lots of opportunities for women – and my experience is a good example," she says. Alison herself (pictured) helps encourage more women to consider a construction career by taking part in events organised by Lovell with local schools and by attending careers fairs to talk about her job and share her experiences.



"Alison has been a tremendous asset to the company since she started with Lovell as an apprentice. She is motivated, hard-working and interested in everything that happens on site," says Jenny Hutchinson, Southern regional manager for Lovell. "We are delighted that she is progressing her career with us."

**Starting to think about your career? Visit [www.knowyourplace.org.uk](http://www.knowyourplace.org.uk) or call 01274 436485**

(from front page)



Both conferences heard from women working in non-traditional areas, employers, academics and from the staff of the new UK Resource Centre for Women.

the work of JIVE, it is a long running project based at Bradford College and Sheffield Hallam University. It aims to promote practical methods to signpost girls into a career in construction and related fields, and works with employers around the UK to ensure more women are taken on and retained in the workplace.

The overall package is a support network for those in training and employment; an outreach role incorporating going out to schools and colleges to open up career opportunities for girls as well as working in partnerships with existing government bodies.

They are a source of information for a range of groups and individuals from teachers, lecturers, careers advisors, parents, colleges, employers and so on.



The Jive team have the skills, knowledge and expertise gathered over many years to inform and move this movement on and this day was to report back to us how effective these initiatives have been and continue to be.

Throughout the day, the conference pace was fast and lively and there was a lot to get through. The role of the Chairperson is crucial in these situations and Sandi Rhys Jones was excellent in this role.

For me the highlight was one of the final sessions. Two Contractors – Bramhall Construction and Cruden Construction, whilst carrying out a contract for Rochdale Council, had managed to find, train and employ a group of local women as plasterers with the help of JIVE. Some of the women are still in training and these women were at the conference to talk to us about their experiences – what had drawn them into construction and how they were finding working on site so far.

There is nothing as inspiring as seeing and hearing directly from those who have benefited from positive initiatives such as this. Despite my cynical side wondering if these women will still be in employment in 5 years' time, I did leave the conference feeling fairly positive and hopeful.

The U.K. Resource Centre is based in Bradford and will provide a number of services both to employers and to SET women. It will bring together the expertise of women in these sectors and ensure the issues remain on the political agenda as well as providing day-to-day practical help and support to women and girls wishing to make a career in this sector.

If you are working in your business or in a job or in training, you may feel this is all a bit remote from the realities of your day-to-day experience. The Centre's very existence though is a recognition of the greater role women are expected to play in these sectors in the future and owes much to the work of past and existing tradeswomen - the Groundbreakers and Trailblazers of

which you are probably one. Because of you, a very dedicated group of women, many of them with manual/trade backgrounds, have put in a lot of hard work over the years to make sure that Women in construction and those in related fields, have their case heard.

If future policy is to be based on reality rather than myth – if it is to be made from the ground up rather than the top down, we do need something like this Centre. It emerged from a grassroots group of women and as such has credibility both within the sector as well as within government circles. This combination should ensure the work of the Centre is meaningful to all of us in some form or other. Who knows? – It may in time make training and working in Construction more accessible, more acceptable and less of the struggle it has been for many women.

(Andrea Cowling attended the conference in a personal capacity and the views expressed are her own observations.)

JIVE at Bradford College can be contacted on 01274-433113 or Sheffield Hallam University on 0114-225 4290. You can find out other centre numbers from these contacts.

The U.K. Resource Centre for Women in Science, Engineering and Technology, Helpline: 01274 436485

[www.setwomenresource.org.uk](http://www.setwomenresource.org.uk)



We would like to thank our colleagues at The Building Centre for their very generous donation to the library at Women and Manual Trades. WAMT received a total donation of £728.00 to be spent at the Building Centre bookshop in Store Street, London WC1. We have chosen a wide range of books. [www.buildingcentre.co.uk](http://www.buildingcentre.co.uk)



## New Opportunity for 2005

Experienced Construction Manager, Plumber, and Surveyor Bim Balogun Director of Tadoji Construction Services Ltd is in the process of starting an employment agency for tradeswomen.

**WEBSITE will be LAUNCHED January 2005.**

To register your interest in advance of this date and receive further information please send your details to [tadojiconstruct@aol.com](mailto:tadojiconstruct@aol.com) or via post to

**Tadoji Construction Service Ltd,**  
12a Brailsford Road, London SW2 2TD

Employer's minimum requirement ICA, NVQ Level 2 and CSCS card.

# Project Update:

## Women Building Links into Employment

The Women Building Links Into Employment (WBLIE) project completes its funding on November 30<sup>th</sup> 2004. After an enormously successful 2 years assisting trainee and unemployed tradeswomen into work, WAMT will await the results from the next round of funding from the Association of London Government (ALG) and European Social Fund ESF. Results will



be published in late November and, if successful, the new project will begin in January 2005.

The Building Links Project offered advice, one to one assistance and bespoke training to 182 women enrolled on the scheme. On the 8<sup>th</sup> November we welcomed 31 of our members back to the project to say a very social farewell and catch up with women, many of whom had shared in the trials and tribulations of last two years.

Throughout the project we maintained a very dedicated staff team who share many precious memories. We are archiving all the paperwork that

### Somerford Grove Adventure Playground

Semi skilled Carpentry volunteers or trainees required to work on an exciting 'eco friendly' building of a children's community centre in Haringey.

This is a chance to gain site evidence towards your NVQ level 2 qualification, boost your skill level and knowledge, contribute to the project and join in with the camaraderie of a friendly site with female trainers.

Somerford Grove Adventure Playground,  
Tottenham, N17 0HL.

Nearest tube is Seven Sisters & BR is White Hart Lane.

Site hours are 8.30 till 4.30 from Monday to Thursday.

The project is due to run until the end of January/ middle of February 2005.

Payments towards travel and childcare are available.

We are looking for enthusiastic people who can commit regularly from 1-4 days.

If interested Contact Clare Potter on  
0208 808 0533 or 07977995371

goes with a project of this size. This important record will remain with Women and Manual Trades, as it acknowledges the achievements of our members as they continue to forge ahead with their careers.

With the close of the project, the Building Links staff team will also be moving on, leaving behind a legacy of integrity and commitment in their work and taking with them some very happy memories of being a part of a unique project with some outstanding members. All members of the Building Links Project will retain their free WAMT membership until the end of November 2005 and we hope to report further news about the new self-employment project in the next edition of the WAMT newsletter.



**Staff and project members enjoying the social buffet lunch in November.**

**The team would like to thank all of our colleagues across the sector including:**

A Woman's Touch  
Ambition Energy and Job Centre Plus  
Bovis Lend Lease  
Brass Tacks  
British Antarctic Survey  
British Gas  
The Building Centre  
Building Crafts College  
Camden Jobtrain  
Canary Wharf Learning Centre  
College of North West London  
CITB  
Durkan  
Equal Opportunities Commission  
Heateam  
Higgins Construction PLC  
Horizon Housing Association  
Inland Revenue Business Support Team  
Institute of Carpenters  
John Laing Training  
JTL  
Lambeth College  
Lambeth Women's Workshop  
Lewisham College Trade Union Studies  
Lovell  
Notting Hill Housing Group  
Open Learning Centre International  
Prevista  
Transport and General Workers Union  
Rail Link Engineering: Building London Creating Futures  
The Women in Plumbing Group  
Working Families  
and all other agencies who offered their support.



Manual Handling involves any transporting or supporting of a load – including lifting, holding, putting down, pushing, pulling, restraining, carrying or moving – by hand or by bodily force. This includes individual manual handling, team lifting and carrying or using basic equipment such as a wheelbarrow, sack barrow which needs to be pushed or pulled by hand to move a load from one place to another.

# Handling It Right

## Planning the lift :

Stop and think.

**Ask:** Do I need help with the load?

If so, don't try to lift or carry on your own.

**Ask:** Where is the load to be taken and where from?

**Ask:** Can the load be broken down into smaller units so that it's easier to carry?

- Check the route for any potential hazards e.g. changes of gradient, changes of surface texture, any blind corners or points where vehicles or pedestrians could cross the chosen carrying route.
- Remove any obstructions which could cause trips or slips.
- For a long lift (say from floor to shoulder height, think about resting the load mid-way on a stable bench or table to change grip).

## Positioning the feet :

- Feet apart, with one foot in front of the other as far forward as is comfortable, and pointing in the direction you intend to go.

## Posture :

- When ready to lift from a low level, bend the knees, but avoid kneeling and overflexing the knees. Keep the back straight, maintaining its natural curve.
- Tucking in the chin can help.
- If it's necessary in order to get a good grip, lean forward just a little over the load.
- Keep the shoulders level and facing in the same direction as the hips.

## Firm grip :

- Wherever possible, try to keep the arms within the boundary formed by the legs and keep elbows in close to the trunk.
- The best position and type of grip will depend on the type of load, and individual preferences, but it must be secure.
- A hook grip is less tiring than keeping the fingers straight.
- If it's necessary to vary the grip once the lift is in progress, do this as smoothly as possible.

## Holding the load :

- Keep as close to the load as possible, holding the heaviest side of the load next to the trunk.
- If a close approach to the load is not possible, slide it towards you before trying to lift.

## Lifting the load :

- Carry out each stage of the lift as smoothly as possible and avoid jerky movements.
- Raise the chin as you start the lift, and keep control of the load at all times.
- Lift using the legs to keep the body and the load as one.

## Carrying the load:

- Move off, making use of the momentum provided by lifting the load.
- Move the feet, keeping them slightly apart and placing one foot in front of the other to maintain stability.
- If you need to change direction while lifting or carrying the load, move the feet rather than twisting the trunk.
- If you need to rest while carrying the load, place the load on a firm, stable surface such as a ledge, bench or table until ready to continue.

## Setting down the load:

- Maintain the same posture when finally setting down the load, bending the knees and gradually lowering the load into position.
- If precise positioning of the load is needed when setting it down, put the load down first, then slide it into the required position, rather than trying to stretch across while still holding the load.

This diagram shows general risk assessment guidelines for lifting and lowering weights.

These are guidelines only.

Any manual handling that cannot be avoided should be subjected to a Manual Handling Assessment.

For a more detailed version of these guidelines please order a copy of INDG143(rev 1) 4/02 C2500 from the Health & Safety Executive.



In the most recent accident figures published by the HSE for 2002/3, injuries sustained by self employed construction workers resulting from unsafe manual handling amounted to 24% of reported injuries requiring 3 or more days off work.

These figures do not include all the other minor injuries from unsafe manual handling which happen each year but which are not recorded in the HSE's statistics.

# For Your Own Health

## Does this task involve:

- Holding loads away from the trunk?
- Twisting, stooping or reaching upwards?
- Large vertical movement?
- Long carrying distances?
- Strenuous pushing or pulling?
- Unpredictable movement of loads?
- Repetitive handling?
- Insufficient rest or recovery time?
- A work rate imposed by a process?

### In order to minimise these risks, can you :

- Eliminate or reduce manual handling by using mechanical equipment?
- Improve workplace layout to improve efficiency?
- Reduce the amount of twisting and stooping?
- Avoid lifting from floor level or above shoulder height?
- Reduce carrying distances?
- Avoid repetitive handling?
- Vary the work, allowing one set of muscles to rest while others are used?

**Be Aware -  
A Manual Handling Assessment  
Can Save You From Injury**

## Consider the working environment.

### Are there:

- Constraints on posture?
- Poor floor surfaces?
- Variations in levels along the carrying routes?
- Noisy working conditions?
- Poor lighting conditions?

### In order to minimise these risks, can you :

- Remove obstructions to free movement and improve posture?
- Provide better floor surfaces to walk on?
- Avoid steps and steep ramps along the carrying routes?
- Reduce workplace noise levels to an acceptable limit?
- Improve lighting?

## Is the Load?:

- Heavy, bulky or unwieldy?
- Difficult to grasp?
- Unstable or unpredictable?
- Intrinsically harmful e.g. sharp, rough, hot?

### Can you make the load:

- Lighter or less bulky?
- Easier to grasp?
- More stable?
- Less damaging to hold?
- Can you get your supplier to provide alternative packaging solutions?

**Always Consider  
Individual Capacity**

## Does the proposed manual handling task:

- Require unusual capability?
- Endanger anyone with a health problem or physical disability (e.g. *back injury, knee injury or chronic condition such as osteoarthritis*)?
- Require special knowledge, skill or training?
- Require provision of task-specific protective clothing or equipment?

### Minimise these risks

- Make sure that any manual handling task is carried out within the physical capability of each person?
- Give special consideration to the risks for new and expectant mothers when allocating manual handling tasks?
- Give special consideration to the risks for those with a health problem or physical disability when allocating manual handling tasks?
- Provide people with more information about specific manual handling tasks they may be asked to carry out
- Provide task-specific PPE – coveralls, boots, gloves, barrier cream etc?
- Provide suitable training for anyone expected to carry out manual handling tasks?

An indepth report on Healthy Manual Handling and Risk Assessment is available for Women and Manual Trades members. Email [info@wamt.org](mailto:info@wamt.org) for copies.

# Appeal from Tradeswomen in Nicaragua

*Dear Friends,*

We are writing to bring you up date with the Asociación Mujeres Constructoras de Condega (AMCC) - Women Builders Association of Condega.

In 2002 AMCC started teaching 10 trainers for the new Non Traditional Trades School for Women. This process began with training in teaching methods, followed by writing courses including designing draught copies of trainers manuals and student study guides and validating modules consisting of 2 transversal themes (Gender and Basic Accounting for Small Businesses), complementary to the technical courses. The team then divided into trades areas to begin writing basic technical courses in carpentry, building, electrics and welding. We now teach 2 more modules in the course: Basic Applied Knowledge (including maths, science and social sciences) and Environment and Ecology.



In 2005 the first basic carpentry course will be validated with 2 groups of 15 young women from the north of Nicaragua (Estelí, Madriz and Nueva Segovia). They will need to have completed primary school and be a minimum age of 15 years old. Local data shows that 58% of those who complete primary school are not able to continue with secondary school education. The courses offered are free and there is a fund for 70% of the women to help with transport costs, prioritising those from the rural areas.

During 2006 and 2007 the electric and welding courses will be validated, also a level 2 carpentry course, and specialist courses in all three trades. Once validated, courses will be offered every year. There are 191 places for women on different courses during the three years, and it is calculated that 80% will complete successfully. A small outreach programme is planned which will also support women who have completed courses and will be looking for employment and further training. From 2006, there will be annual conferences organised for leavers to keep in touch and exchange experiences.

#### **What is needed most urgently:**

- Tools to complete basic kits for courses. (Contact WAMT for list)
- Trainers in trades who can support new trainers in the teaching process. All trades welcome, but particularly in electrics and welding where women trainers have less work experience, and for the building course once funded.
- If you are interested or know of any funding contacts, we can send you a copy of the current project.

We have almost all the funding for the first year (2005) from Terre de hommes - Germany, TROCAIRE (Ireland), and Global Fund for Women (USA), and partial funding for 2006 - 7, of which 30% is still to be found from other sources. However the budget is designed in such a way that if we do not find all the funds, the diversity of courses offered will be reduced.

It will only be possible to validate the building course and to offer it on a regular basis if we find sufficient funding to build new premises for the school as a self build process with students: the current workshop will soon be too small. The new design consists of workshops, classrooms, storage, library and offices. It is already anticipated that from 2006 it will be necessary to rent space for the electrics and welding courses.

*All the best,*

Helen Shears  
Technical Co-ordinator

c/o Del Centro Escolar Julio Cesar Castillo Ubau 2 ½ c. al Norte  
Please contact AMCC via email: [mcc@ibw.com.ni](mailto:mcc@ibw.com.ni) PH: + 505 (0)752 2503

AMCC is open to suggestions and is grateful for all your support over the years.



**Congratulations to Tradeswomen's Inc. on their 25th Anniversary**

Visit California's first organisation for women in the trades  
[www.tradeswomen.org](http://www.tradeswomen.org)



We would like to continue to highlight international organisations working with women in the manual trades.  
If you know of an organisation that could be included in future newsletters please contact the Editor [info@wamt.org](mailto:info@wamt.org)

Women and Manual Trades are holding our  
2004 Annual General Meeting  
in London  
Thursday 9 December

52-54 Featherstone St  
EC1Y 8RT  
7 - 9 pm

Special Guest Speaker: Janet Shelley of Women Builders